



NEW YORK

During election season, employees often need time off from work to vote.

<https://www.nysenate.gov/legislation/laws/ELN/3-110>

- Up to two hours
- Employer may designate that leave must be taken at the beginning or end of the work shift
- Employee must notify employer at least two days before election day
- Employee must be paid for up to two hours
- Employee is not eligible for leave if the employee has four consecutive hours to vote between the opening of the polls and the beginning of the work shift or between the end of the work shift and the closing of the polls
- Employer's violation of this provision is a misdemeanor, subjecting employer to a fine of between \$100 and \$500, imprisonment for up to one year, or both
- At least ten working days before every election, employers must conspicuously post a required notice in the workplace until the close of the polls on election day